

## Three-Year Professional Development Plan

### Year One

<b>Goal 1</b>	<p>TEXES Competency and Domain</p> <p>Domain 1 Competency 3</p>	<p><b>Objective</b></p> <p>Develop boldness in dealing with conflict.</p>	<p><b>Course Work/Book/Workshops</b></p> <p><i>Courageous Conversations About Race</i></p> <p><i>Fierce Conversations: Achieving Success at Work and in Life One Conversation at a Time</i></p>	<p><b>Mentor Professional Support</b></p> <p>Dr. Pauline Hargrove</p> <p>Dr. Terri Estes</p>	<p><b>Date of Completion</b></p> <p>6/1/12</p>	<p><b>Evaluations</b></p> <p>I will keep a reflective journal for documentation and for reflecting on my development in these areas.</p>
<b>Goal 2</b>	<p>TEXES Competency and Domain</p> <p>Domain 3 Competency 10</p>	<p><b>Objective</b></p> <p>Collaborate with teachers to create professional learning communities and boldly lead in this endeavor using appropriate strategies for leading and working with others.</p>	<p><b>Course Work/Book/Workshops</b></p> <p>Look for workshops in Regions IV or V</p>	<p><b>Mentor Professional Support</b></p> <p>Dr. Hargrove</p> <p>Dr. Estes</p>	<p><b>Date of Completion</b></p> <p>6/1/12</p>	<p><b>Evaluations</b></p> <p>Documentation of successful meetings with PLCs and other teacher groups.</p>

### Year Two

<b>Goal 3</b>	<p>TEXES Competency and Domain</p> <p>Domain 2 Competency 6</p>	<p><b>Objective</b></p> <p>Implement and support programs to address cultural issues and achievement gaps among sub populations.</p>	<p><b>Course Work/Book/Workshops</b></p> <p><i>Courageous Conversations About Race</i></p> <p>Look for workshops at</p>	<p><b>Mentor Professional Support</b></p> <p>Dr. Pauline Hargrove</p> <p>Dr. Terri Estes</p> <p>Stacey Brister</p>	<p><b>Date of Completion</b></p> <p>6/1/2013</p>	<p><b>Evaluations</b></p> <p>Improvement in test scores for African American and Economically Disadvantaged Subpopulations</p>
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			Region IV or V			
<b>Goal 4</b>	<b>TEXES Competency and Domain</b> Domain 3 Competency 8	<b>Objective</b> Apply legal concepts, regulations, and codes as required in reference to budgeting and personnel.	<b>Course Work/Book/Workshops</b> <i>Texas Law Conference</i>	<b>Mentor Professional Support</b> Dr. Pauline Hargrove Dr. Terri Estes	<b>Date of Completion</b> 6/1/2014	<b>Evaluations</b> <i>Attendance at conference and increased understanding of updated laws, policies, and codes.</i>

### Year Three

<b>Goal 5</b>	<b>TEXES Competency and Domain</b> Domain 1 Competency 3	<b>Objective</b> <i>Continue to develop CTE Advisory Committee involving staff, parents, community leaders. Committee should be fully developed and functioning by this time.</i>	<b>Course Work/Book/Workshops</b> “Advisory Committee Information” from ESC V ESC V Workshops	<b>Mentor Professional Support</b> Candyce Tompkins, ESC V Dr. Terri Estes	<b>Date of Completion</b> 6/1/2014	<b>Evaluations</b> Minutes from CTE Advisory Committee Meetings
<b>Goal 6</b>	<b>TEXES Competency and Domain</b> Domain 3 Competency 10	<b>Objective</b> <i>Learn to use political influences to benefit the educational organization and encourage and</i>	<b>Course Work/Book/Workshops</b> <i>TASA's Field Guide for Implementing a New Vision for Public Education in Texas</i>	<b>Mentor Professional Support</b> Dr. Pauline Hargrove Dr. Terri Estes	<b>Date of Completion</b> 6/1/2014	<b>Evaluations</b> <i>Campus and district progression on the field guide matrix toward implementation of the vision. Attendance and notes from Mid-</i>

		<i>facilitate positive change.</i>	<i>TASA Mid- Winter Conference</i>			<i>Winter Conference</i>
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